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Agency Personnel Strength and Ceiling Estimates
30 June 1975 - 30 June 1976

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The Agency fully expects to reach the 1976 Fiscal Year personnel ceiling of [] by 30 June 1976. As reflected on the attached table, attrition will be the principal means of achieving the ceiling goal. Terminations, which include retirements, are estimated to sufficiently exceed the necessary accessions to pose no problems in this area. We have already made a substantial start on reductions for FY 76 by offering Discontinued Service and Involuntary retirement in July 1975. Retirees in that month under this program totalled 155 (80 in CIARDS and 75 in CSR). Should terminations and retirements for this year not reach the expected number, however, consideration will be given to establishing a second surplus/early retirement program in the last quarter of the Fiscal Year.

The 30 June 1975 on-duty-strength figures on the table reflect the impact of the implementation of the Single Ceiling for personnel accounting which became effective in the Agency 1 July 1975. In order to present a clear picture of the terminations and accessions actually expected to take place during FY 76, the contract employees are included in the strength report for 30 June 1975.

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The employees returned from Southeast Asia [] [] have been successfully absorbed into their respective Career Services or Directorates. The impact of the unexpected returnees has been most significant in the DDO which had the responsibility for the major portion of assignment requirements. With the exception of the younger professional officers, most DDO personnel were returned to their Division home base. Boards were established to review the individual cases of the young officers, to consider and arrange the best placement for their career development. The results of this program attest to its effectiveness; to date only two of the DDO officers are unassigned. In order to absorb these returnees, however, the DDO has had to drastically curtail its recruitment programs; the CT input has been reduced to 20 per annum, the [] recruitment program has been eliminated and the phaseout of the Professional Trainee program has been accelerated. The other Directorates did not have significantly large numbers of returnees and the reassignment process took place without difficulty.

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